

Congress of the United States

Washington, DC 20515

October 3, 2022

Howard Schultz
Chief Executive Officer
Starbucks Coffee Company
2401 Utah Avenue South
Seattle, WA. 98134

cc: Starbucks Workers United

Dear Mr. Schultz,

We, as Members of the U.S. House of Representatives, write with great concern regarding recent reports filed by the National Labor Relations Board stating Starbucks withheld pay and an increase in benefits from workers actively unionizing across 242 stores nationwide. As workers renegotiate the compact between employee and employer across workplaces nationwide, we encourage both parties to work together, mend differences and unite to help build an economy that works for everyone.

The country welcomed Starbucks' announcement of \$200 million in added worker pay and benefits at a moment when American workers are struggling to make ends meet. In addition, we believe efforts by Starbucks to increase pay and benefits, including training, career development opportunities, enhanced tipping and other benefits are necessary tenets to investing in and retaining a strong workforce.

However, we have a concern about reports that pay increases and benefits are only being offered to non-unionized stores. If accurate, such disparate treatment could set an alarming precedent that, in our opinion, is not consistent with U.S. labor laws, including the National Labor Relations Act.

As elected representatives, our conviction is that a fair relationship between an employee and an employer is key to a strong and resilient American economy, and we support legislation that encourages these policies. We hope you give our concerns your full and fair consideration.

Sincerely,



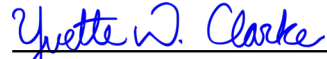
Ro Khanna
Member of Congress

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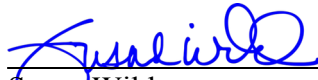
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Eleanor Holmes Norton
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Yvette D. Clarke
Member of Congress



Susan Wild
Member of Congress



Dwight Evans
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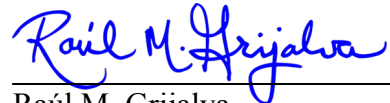
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Pramila Jayapal
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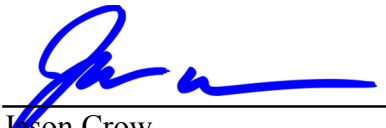
Peter A. DeFazio
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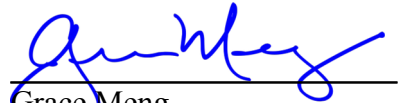
Mark DeSaulnier
Member of Congress



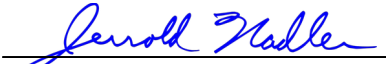
Jesús G. "Chuy" García
Member of Congress



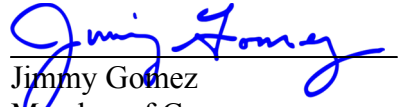
Jason Crow
Member of Congress



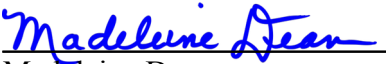
Grace Meng
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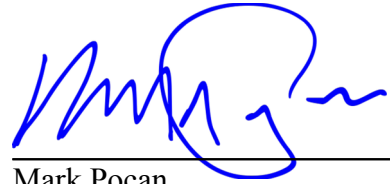
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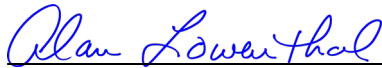
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David N. Cicilline
Member of Congress



Mark Pocan
Member of Congress



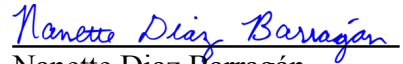
Alan Lowenthal
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Karen Bass
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Henry C. "Hank" Johnson, Jr.
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Nanette Diaz Barragán
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